Implementation of an Allied Health Student & Intern Supervision ‘Snapshot’ Program

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Background

- 22 Allied Health Professions at The Royal Children’s Hospital
- Commencement of new ‘Allied Health Clinical Educator, Sciences’ position in January 2018
- Opportunity to support & unite clinical education across the Therapy & Science professions

FIRST TASK:

Learning needs-analysis specific to Allied Health Sciences conducted in 2018

- Outcome: Allied Health Clinicians reported they had received minimal or no on-site training when supervising Allied Health students and interns

LEAD TO:

Creation of the Allied Health Student & Intern Supervision ‘Snapshot’ Program

- Aim of the Program: To upskill the Allied Health clinical workforce with knowledge & skills required when supervising students & interns undertaking clinical placements
Program Overview & Implementation

• 7 month program (May – November 2018)
• 11 individualised workshops (different topics & themes)
• Each workshop repeated an average of 4 times
  – Scheduled on site on different days & different times
  – Total of 37 ‘Snapshot’ workshop sessions
• Each ‘Snapshot’ workshop session ran for 45 minutes
• Evaluation conducted via:
  – Workshop evaluation form (completed at end of each session)
  – Program evaluation survey (completed online at end of program)
Workshop Topics & Themes

✓ Qualities of effective supervisors
✓ Establishing clear expectations
✓ Successful & efficient feedback
✓ Balancing workloads
✓ Fostering clinical reasoning
✓ Where does the problem really lie?
  Identifying issues & managing complex situations
✓ Supporting struggling students & implementing strategies
✓ Peer learning models
✓ Interprofessional learning
Pilot Program Participants

- 280 attendees
- 17 Allied Health Professions represented

- Nutrition & Dietetics (n=28)
- Prosthetics & Orthotics (n=16)
- Speech Pathology (n=29)
- Occupational Therapy (n=29)
- Social Work (n=23)
- Medical Imaging (n=33)
- Physiotherapy (n=46)
- Pharmacy (n=5)
- Educational Play Therapy (n=33)
- Music Therapy (n=13)
- Audiology (n=10)
- Early Childhood Intervention (n=2)
- Allied Health Assistant (n=1)
- Psychology (n=5)
- Orthoptics (n=1)
- Laboratories (n=3)
- Neurophysiology (n=3)
## Quantitative Results: Workshop Evaluation

<table>
<thead>
<tr>
<th>Participant Evaluation</th>
<th>Mean Score* (mean range)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What I learned in this workshop will help me in the supervision of future students &amp; interns</td>
<td>8.3 (7.5 – 8.9)</td>
</tr>
<tr>
<td>I feel confident about applying what I learned today to my work with students &amp; interns</td>
<td>8.3 (7.8 – 8.6)</td>
</tr>
<tr>
<td>I would recommend the Supervision Snapshot Program to my co-workers</td>
<td>8.7 (8.3 – 9.5)</td>
</tr>
</tbody>
</table>

*Rating scale of 10 where ‘0 = Strongly disagree’ and ‘10 = Strongly agree’
## Quantitative Results: Program Evaluation

<table>
<thead>
<tr>
<th>Participant Evaluation Questions</th>
<th>Agree/Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The workshop-style of these sessions helped me to learn</td>
<td>100%</td>
</tr>
<tr>
<td>What I learned in the Supervision Snapshot sessions has already helped me in my role and will</td>
<td>100%</td>
</tr>
<tr>
<td>continue to help me in the supervision of students, interns, staff and/or others that I work</td>
<td></td>
</tr>
<tr>
<td>with</td>
<td></td>
</tr>
<tr>
<td>Did the program meet your learning expectations?</td>
<td>90%</td>
</tr>
<tr>
<td>I think the Supervision Snapshot Program should run again for either myself or other Allied</td>
<td>100%</td>
</tr>
<tr>
<td>Health staff next year</td>
<td></td>
</tr>
</tbody>
</table>

Total number of complete online survey responses = 37 staff (out of 43 responders)
Overall Program Outcomes

• Clinicians’ knowledge & skills have been enhanced when supervising students & interns
  “Great seeing various practical applications & methods of supervision”
  “Good training for new staff”

• As a result of the pilot program, Allied Health clinicians have:
  • Reviewed current departmental supervision programs & practices
  • Made changes to current supervision programs or implemented new programs
  • Felt more prepared, empowered & confident with managing supervision dilemmas

• RCH Allied Health Clinical Education Team has developed a local ‘Guideline for Supporting Allied Health Student & Intern Performance in Clinical Placements’
  • This new guideline summarises the 11 Snapshots, provides practical examples and includes additional resources for Allied Health clinicians
Interprofessional Learning Outcomes for Participants

- Shared training opportunities across Allied Health professions
- Greater understanding of different professions
- Enhanced interprofessional communication & collaboration
- Learned how individuals & teams can work better together
- Shared ideas, tools, templates & other resources
- Created new contacts & built relationships across the organisation

“It was really good to participate in training with other Allied Health colleagues present”

“Great opportunity to learn new skills & strategies within a group of different Allied Health professionals”

“Understanding how departments function and run their supervision programs”
What’s Next?

• Repeating Student Supervision ‘Snapshots’ program in 2019
  ➢ Modified program, focusing on 5 of the ‘Snapshots’ (most popular topics based on program evaluation data), each workshop session repeated twice

• Provision of department-specific training sessions
  ➢ AHCE Team is offering 1-2 hour sessions on supervision topics related to specific departmental learning needs

• New ‘Staff Snapshots’ Program in 2019
  ➢ Providing an opportunity for Allied Health staff to further their knowledge & skills in interprofessional practice across Allied Health and the wider hospital campus. Program comprises 3 Modules:
    • Module 1: Getting to know each other: ‘Understanding what we do’
    • Module 2: Communicating better to improve interprofessional practice
    • Module 3: Bringing it all together: Interprofessional practice & patient centred care
Take-away tips for implementing new education programs

✓ Conduct a needs analysis first
✓ Engage key stakeholders
✓ Seek continual feedback
✓ Offer repeat sessions across a variety of days & times
✓ Work with managers & leaders to encourage & support staff engagement
✓ Keep it short & sharp
✓ Provide practical information & use relevant examples
✓ Evaluate as you go. Be responsive & flexible with changes ‘on the fly’
✓ Promote regularly through multiple channels